

# LETTER OF AGREEMENT

## CITY OF TACOMA

and the

## IBEW, LOCAL 483 – SUPERVISORS UNIT

Effective Date: \_\_\_\_\_

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### **SUBJECT: BIOSOLIDS SUPERVISOR MID-TERM WAGE ADJUSTMENT**

The City of Tacoma (“the City”) and IBEW, Local 483 – Supervisors Unit (“the Union”), (collectively, the “Parties”), enter into this Letter of Agreement (“LOA”).

#### **Background**

In late 2022, the Parties finalized a collective bargaining agreement (“Supervisors CBA”), effective January 1, 2022, to December 31, 2025. During the bargaining process, the Parties determined that there were limited external marked comparators for the Biosolids Supervisor (CSC 5097) classification. The Parties saw value in avoiding future salary compression between the Biosolids Supervisor and the classifications they supervised.

To avoid salary compression during the term of the Supervisors CBA, the Parties agreed to establish a ten percent (10%) differential between the Biosolids Supervisor and Biosolids Coordinator (CSC 5100) in 2022, and maintain that differential during the remaining term of the Supervisors CBA. For 2023, 2024, and 2025, the top step rate of pay for the Biosolids Supervisor would be not less than ten percent (10%) above the top step rate for the Biosolids Coordinator.

During collective bargaining in 2023 between the City and IBEW, Local 483 – Water Pollution Control Unit (“483 WPC”), the City and 483 WPC agreed to a new collective bargaining agreement (“WPC CBA”), effective January 1, 2023, to December 31, 2025. In the WPC CBA, the City and 483 WPC agreed to changes impacting two (2) voluntary certifications available to the Biosolids Coordinators – the Master Gardener Certification and the Washington Organic Recycling Compost Certification (together, “the Certifications”). Together, those voluntary Certifications were recognized by two (2) Application of Rates (“AORs”) totaling five percent (5%) of the Biosolids Coordinator rate of pay.

The City and 483 WPC agreed to make the voluntary Certifications “required” for the Biosolids Coordinator. There are currently two (2) incumbents in the Biosolids Coordinator classification, and both have the Certifications. Effective January 1, 2024, the two Certification AORs, totaling five percent (5%), were eliminated, and the base pay for the Biosolids Coordinator was increased by five percent (5%). There was no net increase in total hourly compensation paid to the incumbents resulting from this change.

In acknowledgement of; 1) making the Certifications required; 2) incorporating certification pay from the Certifications into the Biosolids Coordinator’s base rate of pay; and 3), eliminating

additional AOR Certification pay, the Biosolids Coordinator classification received additional increases as described below.

<b>Biosolids Coordinator Additional Increases 2023-2025</b>			
<b>Classification</b>	<b>January 1, 2023</b>	<b>January 1, 2024</b>	<b>January 1, 2025</b>
Biosolids Coordinator	1.75%	2.50%	2.50%

The only incumbent Biosolids Supervisor has successfully completed both Certifications, and currently receives additional AOR compensation totaling five percent (5%).

In order to maintain the ten percent (10%) differential between the Biosolids Supervisor classification and the Biosolids Coordinator classification, the Parties agree to the terms below.

**Agreement Terms**

Effective January 1, 2024, the Certifications will become required qualifications for the incumbent Biosolids Supervisor, and future employees hired or promoted into the Biosolids Supervisor classification. The incumbent Biosolids Supervisor will continue to maintain those Certifications.

The two (2) AORs associated with those Certifications will be eliminated, and the additional pay for the Certifications, totaling five percent (5%), will be added to the base pay for the Biosolids Supervisor. There is no net increase in total compensation paid to the incumbent resulting from this change.

Section 6.5.G of the Supervisor CBA will be modified as follows.

- G. The City shall pay the testing fee for employees who take and complete the Master Gardener Certification and the Washington Organic Recycling Compost Certification. ~~Any Biosolids Supervisor who receives the following certification(s) shall receive certification pay as follows:~~

- ~~I. Master Gardener Certification — 2.5%~~
- ~~II. Washington Organic Recycling Compost Certification — 2.5%~~

In acknowledgement of; 1) making the Certifications required; 2) incorporating certification pay from the Certifications into the Biosolids Supervisor base rate of pay; and 3), eliminating additional certification pay described in Section 6.5.G; the City will provide additional increases to the Biosolids Supervisor rate of pay as described below.

<b>Additional Increases 2023-2025</b>			
<b>Classification</b>	<b>January 1, 2023</b>	<b>January 1, 2024</b>	<b>January 1, 2025</b>
Biosolids Supervisor	1.75%	2.50%	2.50%

The existing Biosolids Supervisor Classification Specification will be modified to include the Certifications as required. If future Biosolids Supervisors do not have the Certifications at their date of hire, or promotion, they must have them completed prior to advancing to Step 5.

The compensation changes for Incumbent Biosolids Supervisor are summarized below:

<b>Biosolids Supervisor 2023-2025 Compensation Change Summary</b>			
	<b>January 1, 2023</b>	<b>January 1, 2024</b>	<b>January 1, 2025</b>
General Wage Increase	2.5%	2.75%	2.75%

Additional Increase	1.75%	2.50%	2.50%
Certifications (5.0%)	Active – Paid	Eliminated	Eliminated
Base Pay Increase (5.0%)	None	One-time 5.0% Increase	None

After execution of this Agreement, the top step rate of pay for the Biosolids Supervisor will be at least ten percent (10%) above the top step rate of pay for the Biosolids Coordinator, as demonstrated in the table below.

<b>Biosolids Supervisor Top Step Rate of Pay Differential – 2023-2025</b>			
	<b>January 1, 2023</b>	<b>January 1, 2024</b>	<b>January 1, 2025</b>
Biosolids Supervisor	\$ 51.95	\$ 57.45	\$ 60.51
Biosolids Coordinator	\$ 47.15	\$ 52.14	\$ 54.91
Differential	10.19%	10.19%	10.19%

This LOA has been created for a specific set of circumstances, and is not to be used as precedent for future collective bargaining between the Parties, or other collective agreements for any other divisions or departments, of the City, or any other union.

The Parties agree to modify Section 6.5.G in the next successor Supervisors CBA as described in the Agreement Terms above, and the LOA will terminate upon City Council approval of said successor CBA.

**For the City of Tacoma:**

**For IBEW 483 – Supervisor Unit**

\_\_\_\_\_  
Elizabeth Pauli Date  
City Manager

\_\_\_\_\_  
Byron Allen Date  
Business Manager

\_\_\_\_\_  
Geoffrey Smyth Date  
Acting Director, Environmental Services

\_\_\_\_\_  
Shelby Fritz Date  
Director, Human Resources

\_\_\_\_\_  
Dylan Carlson Date  
Division Manager, Labor Relations

Approved as to Form:

\_\_\_\_\_  
Cheryl Comer Date  
Deputy City Attorney